

## CANTERBURY INDUSTRIAL DISTRICT.

## (10924.) CHRISTCHURCH ABATTOIR EMPLOYEES.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 14th day of October, 1935, between the Canterbury Freezing-works and Related Trades Industrial Union of Workers (hereinafter called "the union") of the one part, and De Thier Bros. Abattoir Co-operative Party, Ltd., Sockburn, Canterbury, contractors with the Christchurch City Council for the killing of stock at the Christchurch Abattoirs (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the parties hereto, as follows:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. That the said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

In witness whereof, the parties hereto have executed these presents the day and the year first before written.

## SCHEDULE.

*Hours of Work.*

1. (a) Slaughtermen: A week's work shall not exceed forty-four hours, to commence at 7 a.m. on Saturday, and at 8 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday; work to cease not later than 5 p.m., except on Saturday, when it shall cease at noon: Provided it shall be competent for the employer to employ slaughtermen from 7 a.m. on one other day of the week.

(b) Provided it shall be competent for the employers to employ these workers on one day of the week for fifteen minutes (later than the prescribed time) for a cut-out on payment of double rates.

(c) It is further provided that employers may employ slaughtermen from 7 a.m. on the day preceding a holiday, in which case the starting-time for Saturday in that week shall be 8 a.m. instead of 7 a.m. as mentioned in clause 1 (a).

*Slaughtermen's Assistants and Labourers.*

2. (a) A week's work shall not exceed forty-four hours, to commence at 7 a.m. on Saturday, and 8 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. Work to cease not later than 5 p.m., except on Saturday, when it shall cease at noon: Provided it shall be competent for the employers to employ workers under this clause from 7 a.m. on one other day.

(b) Provided it shall be competent for the employers to employ assistants and labourers from 7 a.m. on the day preceding a holiday, in which case the starting-time for Saturday in that week shall be 8 a.m. instead of 7 a.m. as mentioned in clause 2 (a).

(c) Employers may employ assistants to have gambrels and wheels ready for slaughtermen by starting-time, and to do the necessary cleaning-down when required to do so after the slaughtermen have ceased work: Provided that overtime rates shall be paid for all time worked in excess of forty-four hours in the week or in excess of nine and a half hours on any one day.

*Wages.*

3. (a) Slaughtermen shall receive £6 per week.

(b) Beef-gutmen shall receive £5 per week. Slaughtermen's assistants and labourers shall receive £4 15s. per week.

(c) Youths may be employed at the following rates: Under seventeen years of age, £2 5s. per week; between seventeen and eighteen years of age, £2 11s. 3d. per week; between eighteen and twenty years of age, £3 15s. per week.

*Casual Slaughtermen.*

4. (a) Casual slaughtermen shall be paid £1 5s. per day, the day not to exceed eight hours. All time worked in excess of eight hours in any one day, with the exception of Saturday, when work shall cease at noon, to count as overtime. A casual slaughterman who may be employed by the week must be paid not less than £6 5s. A "casual slaughterman" is defined as one who is not employed continuously for more than one week. Casual slaughtermen who may be employed on any day of the holidays prescribed in clause 7 hereof to be paid for four hours or part thereof at double time.

(b) Notwithstanding the provisions of clause 4 (a), it shall be competent for the employers to start casual slaughtermen at 1 o'clock in the afternoon on Wednesdays, in which case they shall be paid for half a day. Any time worked in excess of four hours shall be paid for at the rate of time and a half.

*Overtime.*

5. (a) Slaughtermen: All work in excess of forty-four hours in any one week to count as overtime, and to be paid for at the rate of time and a half.

(b) Slaughtermen's assistants and labourers: All work in excess of forty-four hours in any one week to count as overtime, and to be paid for at the rate of time and a half.

*Loading.*

6. If slaughtermen's assistants or labourers are required to load out before 7 a.m., such work shall be paid for at the rate of 3s. per hour in addition to the ordinary week's wages, the minimum payment for one morning's loading to be 5s.; such loading not to start before 5 a.m. Men not attending for loading at the time appointed by the manager shall be paid for the time worked only. Men for loading to be taken in rotation. No worker under the age of eighteen years to do loading before 7 a.m.

*Holidays.*

7. The following shall be the holidays: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Anzac Day, Christmas Day, Boxing Day, Labour Day, Show Day, and Picnic Day, which shall be observed on a Saturday. No work to be done on the above holidays or Sundays, except that on Easter Monday, Sovereign's Birthday, and Boxing Day the employers shall be at liberty to employ slaughtermen, slaughtermen's assistants, and labourers for a period not exceeding four hours on each of the above-mentioned holidays for the purpose of slaughtering and assisting in the slaughtering of stock for local consumption only. All such time worked on these days to be paid for at the rate of double time: Provided that when a Christmas Day falls on a Tuesday employers may employ their employees on the preceding Sunday on payment of double ordinary rates.

*General.*

8. (a) Should any of the workers covered by this agreement be required to attend the Addington Saleyards, free luncheon to be provided for them.

(b) When Addington sale day falls on any of the above-mentioned holidays, employers may employ such men as are required to do any work there on payment of ordinary rate for such time worked in addition to the weekly wage.

(c) All stock to be penned.

(d) All stock that die outside the slaughterhouse not to be skinned by slaughtermen.

(e) Fifteen minutes in the morning and fifteen minutes in the afternoon to be allowed for "smoke-oh."

(f) Wages to be paid fortnightly in cash, on the ceasing of work on Fridays. Casual slaughtermen to be paid when discharged.

(g) The employer shall have the fullest right to control (subject to the special conditions of this agreement) over its abattoirs and works, and may make such rules for the necessary and proper management thereof as may be deemed expedient.

(h) As soon as slaughtering operations have ceased for the day, the assistants to do only the necessary cleaning and washing-down. When asked to do outside work after slaughtering operations have ceased they shall be paid overtime rates.

(i) Employers shall provide a first-aid outfit, which shall be kept as near to the board as possible.

(j) Subject to proper care being taken of them, the employer shall provide aprons wherever necessary. All such material shall remain the property of the employer.

#### *Preference.*

9. (a) If any employer shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the union, and who shall not become a member thereof within seven days after his engagement and remain such member, or if any employer shall have in his employment a worker who was engaged during the currency of a former agreement in which provision was made for preference to unionists who shall not be or become a member thereof within seven days after notice has been given by the union to the employer that he is not a member, and remain such member, then in either of such cases the employer shall dismiss such worker from his service if requested to do so by the union: Provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this agreement of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

#### *Scope.*

10. This industrial agreement shall bind only the parties named herein.

*General Order.*

11. All rates of remuneration specified in this award shall be subject to the general order of the Court dated 29th day of May, 1931.

*Term.*

12. This industrial agreement shall come into operation on the 14th day of October, 1935, and shall continue in operation until the 14th day of October, 1937.

Signed on behalf of the De Thier Bros. Abattoir Co-operative Party, Ltd., Sockburn—

L. DE THIER, Director.

E. DE THIER, Director.

Signed on behalf of the Canterbury Freezing-works and Related Trades Industrial Union of Workers—

[SEAL.]

H. G. KILPATRICK, Secretary.

A. J. WOODWAR, President.

G. WEBB, Delegate.

Witness to signatures—S. Ritchie, Conciliation Commissioner.

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